The following information comes to us from **Jackie Putnam**, our correspondent in Portland. Jackie, **Linda McKay** (SWF) **and Sherry Manthorne** (SAS) recently attended a week long Modern System meeting at CPOCMA, where they worked on developing training for Modern Defense Civilian Personnel Data System (MDCPDS). Here are some highlights from Jackie's report.

1. **Training** needs to be tailored to the specific audience. CPOCs will be trained; CPOCs will train the CPACs, and CPACs will train end-users.   The Civilian Personnel Operations Center Management Activity's (CPOCMA) Training Management Division (TMD) would like to have MACOM support of the end-user training. The intent is that the MACOM make available a cadre of folks to assist their CPACS with training the end-user customer. The training will be concentrated on essential functions (Requests for Personnel Actions (RPAs), Oracle Training Administration (OTA), and Civilian Servicing Unit (CSU, which replaces Regional). DEMOs are still not in the system. It isn't a perfect system. It will remain in Operational Testing and Evaluation (OTE) until mid-February. Training provided the CPAC and end-user is basic. Advanced is really OJT. Pre-Planned Upgrades (PPUs) are in development and testing until mid-March and a Milestone decision is expected in late March to determine if we proceed with deployment at the remaining sites.

	# SITES	# USERS
CPOCs	10	1,654
CPACs	109	1,483
END-USERs		22,842

2. **MARKETING:** Suggest that each CPAC point end-users to the Modernization Page at CPOL or on their own CPOC web page. By the changing schedule, it is obvious that MDCPDS is on a fast-track. If we can focus the end-user on perceiving the system as a very big 'software upgrade', it will make deployment easier. Commanders should make the training mandatory of all end-users. It is important to top level support.

3. **USER ACCOUNTS** and hierarchy remain a paramount concern to the CPOCs. Their procedure is extremely time-consuming, and possibly could be a

problem to manage. CPOCs will probably ask CPACs to prioritize user-id requirements.

4. **PIPELINE** actions in Legacy FPIs. CPOCs should provide CPACs a list of cut-off dates to their customers. *[Ed. note: Automated systems (both Legacy and MDCPDS) will be shut down during the conversion process, which will take several weeks. Obviously, CPACs and managers need to do some careful planning to ensure that retirements, promotions and other key personnel actions are processed before conversion begins. See the recently distributed "Moratorium Memo" from the SE Region as an example. --jl]* Keep pipeline actions to a minimum to avoid delay in re-inputting into MDCPDS.

5. **OBSERVATION**. The training materials presented were adequate. The instructor should be prepared to address some of the issues end-users will raise. The software is graphical user interface (GUI), or mouse driven, complete with tool bars. There are some features users will like immediately. Those with 'dual hats' won't have to logoff and on – they can simply change 'hats' and select which function they need to perform.

6. CPOCMA TMD advises that **David Snyder** (Deputy Assistant Secretary, Civilian Personnel Policy (DASA (CPP)) has made OTA mandatory. OTA is currently still undergoing testing at HQDA, and more information will be available upon completion of testing. Is there an interface with CEFMS? Not yet. We are still pursuing a way to eliminate duplicate entry of information. In fact, **Linda Stoutenburgh**, the USACE CEFMS coordinator, tells us "Army supports the USACE effort of integration for CEFMS with the other DoD systems. According to Stoutenburgh, "Army supports the fact that USACE should not be penalized for being a leader in integration of business processes." She also notes, "the issue of DoD adopting CEFMS is not pending. CEFMS was selected as the DoD migratory system for finance & accounting. The name of the DoD system is DJAS (Defense Joint Accepting System). Any efforts put forth within DoD to build a bridge between OTA and CEFMS could also be shared with DJAS. We currently today provide all source code developed in CEFMS to DFAS (Defense Finance & Accounting Service) for use with DJAS. We have a partnering agreement with DFAS

for this development." Bottom line? Don't give up hope on a CEFMS/OTA interface! Adoption of CEFMS by DoD means there are even better reasons for making CEFMS and OTA compatible. Army has agreed to explore a transfer of training info from CEFMS directly to HQDA, bypassing Modern and this would satisfy Army's concern about having a central repository of training information. We are pursuing this issue, and will keep you posted.

There was an Army-wide meeting at CPOCMA, 7-10 February to discuss MDCPDS deployment, and we are currently staffing an update on that meeting. We will keep you posted. More to come...

Need help? Your HR Reg/Mod Team is here for you. Please contact:

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